



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE CIVIL ENGINEER SUPPORT AGENCY**

3 October 2001

MEMORANDUM FOR HQ USAF/DPRS

FROM: HQ AFCESA/CEX
139 Barnes Drive Suite 1
Tyndall AFB FL 32403-5319

SUBJECT: Request to Establish an Enlistment Bonus For The Fire Protection Career Field

1. Request you take action to establish an enlistment bonus for AFSC 3E7X1 (fire protection), six-year enlistments category. The career field is having extreme difficulty retaining first-term personnel. By establishing a six-year enlistment bonus, the personnel will be required to serve an additional two years prior to reaching the reenlistment decision point in their career.
2. The staffing level of the fire protection career field is at a critical stage (currently at 87% for 3-levels, 81% for 5-levels and total AFSC staffing is at 85%), and the ability of the career field to fulfill AEF and home station mission requirements has significantly degraded and immediate action is needed. By establishing the six-year enlistment bonus, we believe a large number of fire protection enlistees will opt for the six-year option to receive the enlistment bonus. As a result, this will benefit the career field by ensuring the Air Force receives at least two additional years payback for the initial training provided at the fire technical training academy. Additionally, during the additional two years of the initial enlistment the individuals would have increased PCS opportunity, additional promotion consideration, and gain additional experience. All of these factors could help convince personnel to reenlist in the fire protection career field and ultimately improve assigned manning levels. Attempts to improve the career field manning through the Selective Reenlistment Bonus (SRB) and increasing the output of the fire technical training have failed to produce the desired results. Hopefully, the proposed enlistments bonus, increased SRBs (requested), and increased fire technical training academy graduates will collectively contribute to significant improvements for the career field assigned staffing levels.
3. We appreciate your support. If you have questions please contact our HQ AFCESA/CEXF POC: CMSgt Carl Glover, DSN 523-6112, email: carl.glover@tyndall.af.mil.

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JOSUELITO WORRELL, Lt Colonel, USAF
Director of Contingency Support

cc:
HQ USAF/ILEX/ILEM
HQ AFCESA/CEOT